

PRE-EMPLOYMENT VOLUNTARY SELF-IDENTIFICATION (09/2017)

Clallam Transit System (CTS) is an equal opportunity employer. As required by law, CTS must request certain information of its applicants to be made a part of our affirmative action program.

Applicants for employment are invited to participate in the affirmative action program by reporting their status as a protected veteran or other minority. In extending this invitation, you are advised that:

- Applicants are under no obligation to respond.
- Responses will remain confidential within the CTS Human Resources Department; and
- Responses will be used only for the necessary information to include in our affirmative action program and for regulatory reporting purposes.

CTS values diversity and actively encourages women, minorities, veterans and disabled applicants to seek employment with CTS.

Refusal to provide this information will have no bearing on your application with CTS and will not subject you to any adverse treatment.

Applicant Name: (print-last name, first name)	Date:
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GENDER

Please check one of the following options with which you identify.

- ☐ Male
- ☐ Female

EEOC RACE/ETHNIC IDENTIFICATION CATEGORIES

Please check ONE of the descriptions below corresponding to the ethnic group with which you identify.

- ☐ **Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- ☐ **White (Not Hispanic or Latino):** A person having origins in any of the original peoples of Europe, the Middle East or North Africa.
- ☐ **Black or African American (Not Hispanic or Latino):** A person having origins in any of the black racial groups of Africa.
- ☐ **Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino):** A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands.
- ☐ **Asian (Not Hispanic or Latino):** A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.

- ☐ **American Indian or Alaska Native** (Not Hispanic or Latino): A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment.
- ☐ **Two or more races** (Not Hispanic or Latino): All persons who identify with more than one of the above five races.
- ☐ I do not wish to self-identify.

PROTECTED VETERAN DEFINITIONS

Protected veteran means a veteran who may be classified as an active duty wartime or campaign badge veteran, disabled veteran, Armed Forces service medal veteran or recently separated veteran.

Active duty wartime or campaign badge Veteran: A veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

Armed Forces Service Medal Veteran: Any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209, 3 CFR, 1996 Comp., p. 159).

Disabled Veteran: (1) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (2) a person who was discharged or released from active duty because of a service-connected disability.

Recently Separated Veteran: A veteran during the 3-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service.

PROTECTED VETERAN STATUS

Please check one of the following options.

- ☐ I am a protected veteran.
- ☐ I am NOT a protected veteran.
- ☐ I do not wish to self-identify.

DISABILITY STATUS

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or records of such an impairment or medical condition. Please check one of the following.

- ☐ YES, I have a disability (or previously had a disability).
- ☐ NO, I do not have a disability.
- ☐ I do not wish to self-identify.

Applicant Signature:

Any information you provide is sincerely appreciated. Thank you!